



## ***THANK YOU for living the Practice Model***

### ***An Update from Director Bonaventura***

I frequently receive reports and updates from across the state about how we are servicing Hoosier children and families. Much of what I hear validates that your hard work continues to be centered on the skills of the DCS Practice Model: empathy, professionalism, genuineness, and respect. Thank you for living the Practice Model while you serve children and families throughout Indiana.

The work is difficult, emotionally challenging and sometimes tragic. You know it is necessary and “all part of the job” but I also know many of you get tired, stressed, and frustrated. Or you feel that what you do doesn’t matter, no one cares, or no one appreciates you.

As the DCS Director, I am here to tell you that **YOUR WORK MATTERS** and **YOU ARE APPRECIATED!**

DCS has a strong commitment to serve the needs of our staff. And to that end, we have authorized the Workload Analysis and two new initiatives: the *DCS Staff Appreciation & Recognition Program* and *Motivate 2 Innovate*.

#### **Workload Analysis**

Thank you to all of our front line staff for your input and feedback for the workload analysis. Our executive and field leadership team has been working with the Deloitte consultants to ensure we have deliverables by March 15. Once we have results, we will be sure to share them with all of you.

#### **Staff Appreciation & Recognition Program**

The purpose of the new Staff Appreciation & Recognition Program is to reward staff at all levels by recognizing exceptional performance and results. This program will be launched in April and will include three award categories: *Champion for Hoosier Children Award*, *Rock Star Award*, and the *Team Player Award*. Each award contains different criteria and is intended to be within the reach of all DCS staff. For more information about the program [click here](#).

#### **Motivate 2 Innovate**

*Motivate 2 Innovate* is a program designed to help rekindle the passion and develop a collective strategy to promote and sustain motivation at each local office and throughout the agency. It is easy to forget the passion and drive we each had when we first started in child welfare after years of long hours, difficult decisions, and fight after fight in the best interest of the child. Linda Key, Chief Executive Officer of Key West Communications launched the program March 4th at the Local Office Director Workshop in Indianapolis. Look for more information about the program rollout in *Monday Notes* and the *DCS Connection*.

***Again, THANK YOU for living the Practice Model.***

*Mary Beth Bonaventura*